

**SECRET**

DPD-3321-61  
12 June 1961

MEMORANDUM FOR : Chief, Administrative Staff, DPD  
SUBJECT : Coordination of Proposed Regulation No. 40-105,  
Categories of Personnel

1. Colonel Beerli has requested that I pass on to you his desire that you solicit the views of senior members of the Division and prepare a response to the Office of Personnel reflecting the over-all comments of DPD. Wherever there may be a wide latitude of opinion you are at liberty to employ your own discretion in summarizing the reply.

2. While I am on the subject, grant me the indulgence to get this off my chest. At a quick and admittedly uncharitable glance, I find the Agency lumbering down the same path which led to the abortion and abolition of the old career staff concept. That concept which after a pregnancy of some seven years involving the screening, selecting, profile writing and the like, has joyfully bestowed the title of "career employee" on nearly every employee possibly eligible. Hence it would appear we have selected the Agency as a "career staff", with only those who vehemently opposed to it left out.

3. [ ] admits that the attached draft is silent on the advantages and obligations inherent in career employee status. Silent because the Agency has failed to identify, state, or achieve any such advantages. Such silence is not without culpability, but at least an honest testimony of the little progress achieved to date.

4. I view this regulation as accomplishing little towards the goal of a career service or staff within CIA. Without a goal, without some purpose and meaning, there is little need and little value in categorizing the various types of staff employees. It appears that the Agency feels that we must have some form of Foreign Service or Regulars, yet with no specific reason why. I concede that the attached regulation, if implemented, will provide work for those depressed areas in [ ] for we can then regenerate that same old screening process, profile writing and selection which will result in the same 99% of those eligible employees belonging to the "career service" with the other 1% non-members of their own volition.

5. Before we embark on any regulation which is attributed to a career service program, let us first set forth the program for all to see.

DOCUMENT NO. \_\_\_\_\_  
NO CHANGE IN CLASS. ☒  
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Let us see what is expected of a career employee and what advantages this status will give him over a non-careerist. Then and only then can an employee make an honest decision as to whether he prefers a career status or be blessed without it.

**SIGNED**

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**Executive Officer**  
**DPD-DD/P**

**Distribution:**

1-C/Admin/DPD w/attachment  
1-DPD/RI w/o attachment

**Attachment:**

Proposed Reg No. 20-105

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